

Executive Order
75-2933

ADMINISTRATIVE - INTERNAL USE ONLY

INSPECTOR GENERAL

75-2377

25 JUN 1975

MEMORANDUM FOR: Director of Central Intelligence
SUBJECT : IG Survey of Personnel

1. During 1974 we conducted a selective survey of Agency personnel, the main interest being the attitudes of Agency employees toward the Agency as an organization and as a place to work following the 1973 reorganizations and the spate of Watergate publicity. We selected professional employees who were in their fifth and tenth years of Agency employment, and interviewed all of those we could reach at headquarters. The basis for our interviews was a set of questions compiled with the assistance of personnel in OMS.

2. The final draft report was completed in January of this year. There has been some delay in getting to it and now it might be argued that the findings of the survey have been somewhat superseded by the events of the last few months and those that we must anticipate for the remainder of this year. A poll of post-Watergate attitudes may have lost its original significance.

3. Despite this we feel that the findings of the report retain some value. Our survey followed a period of bad publicity and a number of changes in the Agency, and we were particularly interested in employees' state of mind. Basically we found that a substantial majority of Agency employees are positive in their attitudes towards the Agency, and are proud of it. They feel that it is generally well run, especially when contrasted with other organizations. There are, of course, criticisms, and we found some uneasiness about future career prospects, but the main results were favorable. The fact that the survey followed a period of reorganization and bad publicity gives those findings special significance for the period that lies ahead. It is our belief, based on the 1974 interviews, that there is a large reservoir of good will and loyalty for the Agency and its management. We feel that this means that there is a great deal of resiliency on the part of the Agency and its employees, which can be relied upon during the months ahead.

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4. Because of the press of other business for the past few months we have not given the attached draft a thorough Staff review or editing. It contains some of the specialized language of the author, whose background includes professional work in the field of social service. We plan to make the results in this form available to the Offices of Medical Services and Personnel, who consulted with us in the development of the survey, and for whom the results may have special uses. Should you wish, copies also can be provided to the members of the Management Committee.

[Redacted Signature Box]

Donald F. Chamberlain
Inspector General

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